



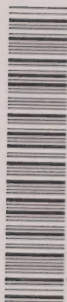
Ministry of Ministry
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Publications

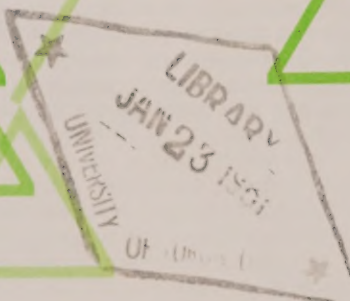
Beat the Skills Shortage

Read how you and your community can resolve the shortage of skilled employees.



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Some Ontario companies are in trouble. They have no internal training programs; 70 per cent of their skilled workers learned their skills in other countries and about 90 percent are over 40 years of age.

The chances are 50-50 that they have trouble hiring skilled personnel. Their list of products, their plant production, their profits are dropping . . . all because of a lack of skilled employees.

The question is: "*What can these companies do about it?*"

This brochure has been produced to assist you, the employer, to work towards a solution to the skills shortage. It is, by no means, all there is to say about manpower training, but it is a start.

The basic strategy of the Ministry of Colleges and Universities is to assist *you* to solve *your* skilled manpower problems.

The Ministry of Colleges and Universities believes that most communities already have most of the resources to solve the Skills Imbalance . . . IF those resources are used properly. The mechanism to do just that is the Community Industrial Training Committee, now established in about 50 communities throughout Ontario. Typically, most of the committee members are from industry – management and labour. Educators, community groups and government representatives are there to assist.

Through the Community Industrial Training Committee, the community can develop its own strategies to resolve its own problems. Generally, a committee has four broad goals:

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- 1) *Identify needs* – An analysis of the scope, nature and severity of the imbalance between the supply and demand of skilled personnel is the essential first step in resolving the problem.
 - 2) *Develop strategies* – In many cases, better long-range planning, better selection of trainees and closer co-ordination among the business community, community colleges and secondary schools can, in fact, resolve the problem.
 - 3) *Initiate training programs* – In certain cases, training programs are required; working with the Manpower Training Branch, the committee ensures that suitable programs are implemented in the community.
 - 4) *Mobilize the community* – The committees must provide leadership, serving as catalysts to encourage the business community – labour and management – to participate in its programs.

The committee also becomes a link between the community and agencies of the different levels of government. Information flows both ways, ensuring that proper information is generated, analyzed and distributed.

Through the CITC, employers become active participants in the educational system – both by training their own employees and by assisting in the design of educational programs.

Organizing the community is not easy; it requires commitment, time, energy . . . and, sometimes, money. That is why the Manpower Training Branch is assisting communities to organize themselves.

Funds may be available to cover the community organizing phase, as well as some of the administrative costs of CITCs. Funds may also be provided to develop necessary training programs. Through the innovative use of existing funds, community resources can be marshalled and directed towards meeting community needs.

In certain cases, employers require financial assistance to implement training programs; that assistance is available. Once you have developed your company's training plan, Manpower Training Branch staff can advise you on which federal-provincial or provincial financial assistance program can be utilized to help you implement the plan. Both types of funding . . . for start-up and for training . . . are usually channelled through a CITC, to ensure all local activities are co-ordinated.

If you need help, your first step is to contact your local CITC; if you phone the Manpower Training Branch, the branch will refer you to your local Committee. If one does not yet exist in your community, perhaps you could start one; if you would like to know how, just ask us.

Please feel free to contact the branch if you have any questions about manpower training; branch staff will either provide the information you need or put you in touch with someone who can.

For further information contact:

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